

# Compensation Bulletin

## Important Information Impacting You

September 28, 2007

A WORKFORCE SERVICES PUBLICATION



## City Council Approves Pay Increases for FY 2008

The City's FY 2008 Budget, approved by City Council on September 18, provides a 4 percent increase to payroll for employee raises as of the first pay period in October - 10/08/07 (October 26th paycheck). The City Council also approved a one-time payment to be paid November 19, 2007 (details are below) and \$350,000 for additional pay increases to Sworn (promotional distance) and Engineering job families. Raises will be administered as follows:

### Sworn Personnel

The process for determining raises for sworn personnel includes surveying the average actual pay of the nine largest Metroplex cities. The FY 2008 pay level increases are:

Fire Pay		
Firefighter	F0/F1	4.03%
Apparatus Operator	F2	5.16
Fire Lieutenant	F3	6.14
Fire Captain	F4	8.04
Fire Battalion Chief	F5	8.09
Police Pay		
Police Officer	P0/P1	4.48%
Police Sergeant	P2	5.34
Police Lieutenant	P3	5.49

Traditional distances between promotional ranks maintain a relevant distinction in pay from one rank to the other.

### Civilian Personnel

#### Movement of Salary Ranges

Salary range movement is determined by looking at City jobs and how they compare to the local job market.

All full-time and regular part-time employees will receive this increase if they received an "effective" or "highly effective" rating on their most recent performance evaluations. Employees receiving a "needs development" on their most recent performance evaluation will not receive this increase.

Salary range movement by Job Family for FY 2008 is as follows:

Administrative Clerical	2.00%
Engineering	13.40%
Information Technology	3.75%
Management/Professional	3.70%
Technical/Craft	3.63%

**Note:** Water Skill Based Pay employees are eligible for an increase upon obtaining certification. Those employees maxed out in Skill Band 4 & 5/6 are eligible for the range increase and one-time payment.

### One-time Payment

Eligibility for this payment is as follows:

#### SWORN AND SKILL BASED

*Excludes those who received a "Needs Development" on most recent performance evaluation.*

- Sworn Employees
  - Skill Based Employees (excludes maxed out in Skill Band 4 & 5/6)
- Full Time - 1% x annualized pay (based on 40 hr week)  
Part Time - 1% x annual pay (based on 20 hr week)

#### PERFORMANCE BASED

*You must receive a "highly effective" on your most recent performance evaluation.*

- Civilian Employees
  - Water Skill Based Employees maxed out in Skill Band 4 & 5/6
- Full Time - 1 to 2% x annualized pay (based on 40 hr week)  
Part Time - 1 to 2% x annualized pay (based on 20 hr week)  
Seasonal - not eligible

Employees must have been with the City six months prior to November 19, 2007 (since May 20, 2007) to receive the one-time payment.

The one-time payment check, for those eligible, will be available on Employee Appreciation Day - November 19, 2007, in addition to stability/longevity checks.

### Questions

If you have any questions about compensation, please contact your Department Director or your Workforce Services Consultant.

